

# FY 2021-22 Budget Rider Form

## Budget Rider

ALTER 1 -- Compensation review for APD 911 Call Takers/Dispatch and for Victim Services

## Strategic Outcome Alignment

Safety

## Lead Sponsor

Alter

## Cosponsors (optional)

Kelly, Tovo, and Kitchen

## Amount and Source of Funding

Ongoing	One-Time	FTEs	Source of Funds
-	-	-	-

## Additional Information

The Human Resources Department (HRD) is directed to engage Gallagher US to perform a compensation/classification review of 911 Call Center/Dispatch and Victim Services. HRD is directed to engage the managers over both divisions to help shape the scopes of work for the reviews. Primary concerns with each division include the ability to recruit in a competitive job market and retain employees working in these high-stress environments. The reviews for each department should include cities across the nation of similar size, growth rate, and cost of living and should look at entry level wages as well as median pay. For Victim Services, the compensation review should look at comparisons with other entities that offer clinical services and counseling, as well as entities with similar education and experience requirements. For 911, the review should look at consolidating the call taker and dispatcher roles into a single position. The review should also consider ways to modernize the job description and title to reflect current responsibilities as well as their first responder status. Staff has committed to securing funding for potential wage increases that come as a result of the study.